

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2331
Revision No.: 20
Date of Last Revision: 05/29/2002

States: Arizona, Nevada

Area: Arizona County of Mohave
Nevada Counties of Clark, Esmeralda, Lincoln, Nye

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.34
Accounting Clerk II	10.49
Accounting Clerk III	12.54
Accounting Clerk IV	14.42
Court Reporter	12.77
Dispatcher, Motor Vehicle	13.15
Document Preparation Clerk	10.92
Duplicating Machine Operator	10.92
Film/Tape Librarian	12.01
General Clerk I	8.64
General Clerk II	10.19
General Clerk III	12.82
General Clerk IV	13.18
Housing Referral Assistant	15.44
Key Entry Operator I	10.20
Key Entry Operator II	14.20
Messenger (Courier)	9.31
Order Clerk I	9.99
Order Clerk II	11.04
Personnel Assistant (Employment) I	11.47
Personnel Assistant (Employment) II	12.36
Personnel Assistant (Employment) III	12.89
Personnel Assistant (Employment) IV	15.59
Production Control Clerk	14.00
Rental Clerk	12.09
Scheduler, Maintenance	12.25
Secretary I	12.25
Secretary II	12.77
Secretary III	15.44
Secretary IV	18.48
Secretary V	22.37
Service Order Dispatcher	12.26

Stenographer I	10.91
Stenographer II	12.25
Supply Technician	18.22
Survey Worker (Interviewer)	11.29
Switchboard Operator-Receptionist	11.18
Test Examiner	11.57
Test Proctor	12.77
Travel Clerk I	10.66
Travel Clerk II	11.32
Travel Clerk III	12.14
Word Processor I	11.28
Word Processor II	13.52
Word Processor III	15.11

Automatic Data Processing Occupations

Computer Data Librarian	15.83
Computer Operator I	14.04
Computer Operator II	16.03
Computer Operator III	16.81
Computer Operator IV	18.61
Computer Operator V	20.61
Computer Programmer I (1)	17.83
Computer Programmer II (1)	22.18
Computer Programmer III (1)	26.17
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	21.96
Computer Systems Analyst II (1)	24.10
Computer Systems Analyst III (1)	26.04
Peripheral Equipment Operator	15.83

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	19.22
Automotive Glass Installer	17.87
Automotive Worker	17.87
Electrician, Automotive	18.45
Mobile Equipment Servicer	16.33
Motor Equipment Metal Mechanic	19.22
Motor Equipment Metal Worker	17.87
Motor Vehicle Mechanic	18.74
Motor Vehicle Mechanic Helper	15.57
Motor Vehicle Upholstery Worker	17.11
Motor Vehicle Wrecker	17.87
Painter, Automotive	18.45
Radiator Repair Specialist	17.87
Tire Repairer	15.78
Transmission Repair Specialist	19.22

Food Preparation and Service Occupations

Baker	13.61
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Cook I	12.49
Cook II	13.61
Dishwasher	10.24
Food Service Worker	10.24
Meat Cutter	15.45
Waiter/Waitress	10.74

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	18.45
Furniture Handler	14.79
Furniture Refinisher	16.46
Furniture Refinisher Helper	15.57
Furniture Repairer, Minor	17.11
Upholsterer	15.48

General Services and Support Occupations

Cleaner, Vehicles	10.24
Elevator Operator	10.24
Gardener	12.49
House Keeping Aid I	9.73
House Keeping Aid II	10.24
Janitor	10.24
Laborer, Grounds Maintenance	11.28
Maid or Houseman	9.73
Pest Controller	13.99
Refuse Collector	11.27
Tractor Operator	11.87
Window Cleaner	10.74

Health Occupations

Dental Assistant	13.07
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.05
Licensed Practical Nurse I	11.67
Licensed Practical Nurse II	13.12
Licensed Practical Nurse III	14.67
Medical Assistant	11.69
Medical Laboratory Technician	13.12
Medical Record Clerk	10.57
Medical Record Technician	13.54
Nursing Assistant I	8.11
Nursing Assistant II	9.11
Nursing Assistant III	9.94
Nursing Assistant IV	11.14
Pharmacy Technician	11.88
Phlebotomist	13.12
Registered Nurse I	16.25
Registered Nurse II	19.89
Registered Nurse II, Specialist	19.89
Registered Nurse III	24.06

Registered Nurse III, Anesthetist	24.06
Registered Nurse IV	28.84

Information and Arts Occupations

Audiovisual Librarian	17.58
Exhibits Specialist I	16.16
Exhibits Specialist II	19.72
Exhibits Specialist III	20.69
Illustrator I	17.27
Illustrator II	21.11
Illustrator III	22.14
Librarian	24.02
Library Technician	14.06
Photographer I	12.99
Photographer II	14.69
Photographer III	17.93
Photographer IV	21.87
Photographer V	26.53

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	8.86
Counter Attendant	8.86
Dry Cleaner	11.53
Finisher, Flatwork, Machine	8.86
Presser, Hand	8.86
Presser, Machine, Drycleaning	8.86
Presser, Machine, Shirts	9.39
Presser, Machine, Wearing Apparel, Laundry	9.39
Sewing Machine Operator	11.96
Tailor	12.82
Washer, Machine	10.34

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	18.45
Tool and Die Maker	21.33

Material Handling and Packing Occupations

Forklift Operator	14.77
Fuel Distribution System Operator	16.33
Material Coordinator	15.79
Material Expediter	14.00
Material Handling Laborer	11.29
Order Filler	13.11
Production Line Worker (Food Processing)	15.09
Shipping Packer	14.22
Shipping/Receiving Clerk	13.32
Stock Clerk (Shelf Stocker; Store Worker II)	14.92
Store Worker I	12.20
Tools and Parts Attendant	15.14

Warehouse Specialist	15.14
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.22
Aircraft Mechanic Helper	15.57
Aircraft Quality Control Inspector	19.99
Aircraft Servicer	17.11
Aircraft Worker	17.87
Appliance Mechanic	18.45
Bicycle Repairer	15.78
Cable Splicer	24.31
Carpenter, Maintenance	19.19
Carpet Layer	19.92
Electrician, Maintenance	22.03
Electronics Technician, Maintenance I	15.71
Electronics Technician, Maintenance II	23.20
Electronics Technician, Maintenance III	25.55
Fabric Worker	17.11
Fire Alarm System Mechanic	19.22
Fire Extinguisher Repairer	16.33
Fuel Distribution System Mechanic	19.22
General Maintenance Worker	17.87
Heating, Refrigeration and Air Conditioning Mechanic	19.22
Heavy Equipment Mechanic	19.70
Heavy Equipment Operator	23.58
Instrument Mechanic	21.14
Laborer	11.08
Locksmith	18.45
Machinery Maintenance Mechanic	21.86
Machinist, Maintenance	19.22
Maintenance Trades Helper	15.57
Millwright	19.22
Office Appliance Repairer	18.45
Painter, Aircraft	18.45
Painter, Maintenance	18.45
Pipefitter, Maintenance	22.10
Plumber, Maintenance	21.22
Pneudraulic Systems Mechanic	19.22
Rigger	19.22
Scale Mechanic	17.87
Sheet-Metal Worker, Maintenance	19.76
Small Engine Mechanic	17.87
Telecommunication Mechanic I	20.63
Telecommunication Mechanic II	24.33
Telephone Lineman	19.22
Welder, Combination, Maintenance	19.22
Well Driller	20.63
Woodcraft Worker	19.22
Woodworker	16.81

Miscellaneous Occupations

Animal Caretaker	11.36
Carnival Equipment Operator	11.87
Carnival Equipment Repairer	12.49
Carnival Worker	10.24
Cashier	10.29
Desk Clerk	12.74
Embalmer	16.57
Lifeguard	11.17
Mortician	16.73
Park Attendant (Aide)	14.09
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.17
Recreation Specialist	13.62
Recycling Worker	13.06
Sales Clerk	11.17
School Crossing Guard (Crosswalk Attendant)	10.24
Sport Official	11.17
Survey Party Chief (Chief of Party)	26.47
Surveying Aide	15.06
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	20.65
Swimming Pool Operator	14.77
Vending Machine Attendant	11.20
Vending Machine Repairer	16.28
Vending Machine Repairer Helper	14.16

Personal Needs Occupations

Child Care Attendant	12.74
Child Care Center Clerk	17.75
Chore Aid	9.73
Homemaker	19.78

Plant and System Operation Occupations

Boiler Tender	19.22
Sewage Plant Operator	20.88
Stationary Engineer	19.22
Ventilation Equipment Tender	15.55
Water Treatment Plant Operator	23.01

Protective Service Occupations

Alarm Monitor	15.20
Corrections Officer	20.45
Court Security Officer	19.14
Detention Officer	19.14
Firefighter	18.05
Guard I	9.93
Guard II	16.67
Police Officer	22.48

Stevedoring/Longshoremen Occupations

Blocker and Bracer	16.50
Hatch Tender	16.50
Line Handler	16.50
Stevedore I	14.37
Stevedore II	17.14

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	14.29
Archeological Technician II	15.97
Archeological Technician III	19.84
Cartographic Technician	21.03
Civil Engineering Technician	21.46
Computer Based Training (CBT) Specialist/ Instructor	23.81
Drafter I	15.25
Drafter II	17.61
Drafter III	19.84
Drafter IV	24.31
Engineering Technician I	14.63
Engineering Technician II	16.87
Engineering Technician III	23.33
Engineering Technician IV	24.00
Engineering Technician V	28.41
Engineering Technician VI	34.46
Environmental Technician	19.85
Flight Simulator/Instructor (Pilot)	27.17
Graphic Artist	21.53
Instructor	17.23
Laboratory Technician	16.59
Mathematical Technician	18.03
Paralegal/Legal Assistant I	15.20
Paralegal/Legal Assistant II	16.28
Paralegal/Legal Assistant III	20.32
Paralegal/Legal Assistant IV	24.55
Photooptics Technician	18.58
Technical Writer	17.23
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	16.54
Weather Observer, Senior (3)	18.35
Weather Observer, Upper Air (3)	16.54

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	15.32
Parking and Lot Attendant	11.11
Shuttle Bus Driver	15.69
Taxi Driver	12.92
Truckdriver, Heavy Truck	17.20
Truckdriver, Light Truck	13.55
Truckdriver, Medium Truck	15.32
Truckdriver, Tractor-Trailer	17.20

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

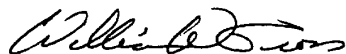
6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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Wage Determination No.: 1994-2333
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States: California, Nevada

Area: California Counties of Lassen, Mono
Nevada - All Counties except : Clark, Esmeralda, Lincoln, Nye

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.82
Accounting Clerk II	11.81
Accounting Clerk III	12.95
Accounting Clerk IV	15.03
Court Reporter	13.42
Dispatcher, Motor Vehicle	13.42
Document Preparation Clerk	10.24
Duplicating Machine Operator	11.82
Film/Tape Librarian	11.44
General Clerk I	9.50
General Clerk II	10.70
General Clerk III	11.17
General Clerk IV	12.55
Housing Referral Assistant	16.72
Key Entry Operator I	10.57
Key Entry Operator II	12.35
Messenger (Courier)	9.29
Order Clerk I	10.84
Order Clerk II	12.82
Personnel Assistant (Employment) I	11.40
Personnel Assistant (Employment) II	12.79
Personnel Assistant (Employment) III	13.05
Personnel Assistant (Employment) IV	16.26
Production Control Clerk	13.97
Rental Clerk	10.40
Scheduler, Maintenance	13.16
Secretary I	13.16
Secretary II	13.42
Secretary III	16.72
Secretary IV	17.48
Secretary V	19.36
Service Order Dispatcher	12.14

Stenographer I	11.73
Stenographer II	13.16
Supply Technician	17.48
Survey Worker (Interviewer)	11.67
Switchboard Operator-Receptionist	9.57
Test Examiner	13.42
Test Proctor	13.42
Travel Clerk I	10.16
Travel Clerk II	10.68
Travel Clerk III	11.19
Word Processor I	11.21
Word Processor II	12.49
Word Processor III	13.96

Automatic Data Processing Occupations

Computer Data Librarian	12.87
Computer Operator I	9.22
Computer Operator II	11.75
Computer Operator III	13.63
Computer Operator IV	15.16
Computer Operator V	16.79
Computer Programmer I (1)	14.81
Computer Programmer II (1)	18.37
Computer Programmer III (1)	22.96
Computer Programmer IV (1)	26.41
Computer Systems Analyst I (1)	20.99
Computer Systems Analyst II (1)	25.39
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.21

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	20.04
Automotive Glass Installer	17.84
Automotive Worker	17.84
Electrician, Automotive	19.19
Mobile Equipment Servicer	15.74
Motor Equipment Metal Mechanic	19.19
Motor Equipment Metal Worker	17.84
Motor Vehicle Mechanic	19.73
Motor Vehicle Mechanic Helper	15.74
Motor Vehicle Upholstery Worker	17.84
Motor Vehicle Wrecker	17.84
Painter, Automotive	18.61
Radiator Repair Specialist	17.84
Tire Repairer	13.42
Transmission Repair Specialist	19.19

Food Preparation and Service Occupations

Baker	10.73
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Cook I	9.61
Cook II	10.42
Dishwasher	7.20
Food Service Worker	7.72
Meat Cutter	10.73
Waiter/Waitress	7.15

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	17.26
Furniture Handler	13.89
Furniture Refinisher	17.26
Furniture Refinisher Helper	13.89
Furniture Repairer, Minor	15.55
Upholsterer	15.74

General Services and Support Occupations

Cleaner, Vehicles	7.70
Elevator Operator	8.48
Gardener	10.62
House Keeping Aid I	7.83
House Keeping Aid II	8.44
Janitor	8.48
Laborer, Grounds Maintenance	9.04
Maid or Houseman	7.83
Pest Controller	9.93
Refuse Collector	8.48
Tractor Operator	10.15
Window Cleaner	9.04

Health Occupations

Dental Assistant	12.02
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.55
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.36
Licensed Practical Nurse III	13.83
Medical Assistant	12.36
Medical Laboratory Technician	12.36
Medical Record Clerk	11.24
Medical Record Technician	13.54
Nursing Assistant I	8.23
Nursing Assistant II	9.24
Nursing Assistant III	10.09
Nursing Assistant IV	11.32
Pharmacy Technician	12.78
Phlebotomist	12.36
Registered Nurse I	15.04
Registered Nurse II	23.26
Registered Nurse II, Specialist	23.26
Registered Nurse III	22.27

Registered Nurse III, Anesthetist	22.27
Registered Nurse IV	26.68

Information and Arts Occupations

Audiovisual Librarian	15.20
Exhibits Specialist I	13.22
Exhibits Specialist II	16.36
Exhibits Specialist III	20.02
Illustrator I	13.22
Illustrator II	16.36
Illustrator III	20.02
Librarian	19.36
Library Technician	10.95
Photographer I	14.07
Photographer II	14.95
Photographer III	18.49
Photographer IV	22.64
Photographer V	27.37

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	7.98
Counter Attendant	7.98
Dry Cleaner	8.86
Finisher, Flatwork, Machine	7.98
Presser, Hand	7.98
Presser, Machine, Drycleaning	8.72
Presser, Machine, Shirts	7.98
Presser, Machine, Wearing Apparel, Laundry	7.98
Sewing Machine Operator	9.34
Tailor	9.73
Washer, Machine	8.74

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	15.83
Tool and Die Maker	18.84

Material Handling and Packing Occupations

Forklift Operator	16.17
Fuel Distribution System Operator	15.74
Material Coordinator	12.51
Material Expediter	15.07
Material Handling Laborer	11.85
Order Filler	12.73
Production Line Worker (Food Processing)	11.88
Shipping Packer	11.88
Shipping/Receiving Clerk	11.88
Stock Clerk (Shelf Stocker; Store Worker II)	12.42
Store Worker I	10.53
Tools and Parts Attendant	13.85

Warehouse Specialist	11.88
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	17.98
Aircraft Mechanic Helper	13.89
Aircraft Quality Control Inspector	18.69
Aircraft Servicer	15.55
Aircraft Worker	16.40
Appliance Mechanic	15.74
Bicycle Repairer	13.42
Cable Splicer	19.47
Carpenter, Maintenance	18.88
Carpet Layer	15.74
Electrician, Maintenance	19.47
Electronics Technician, Maintenance I	11.67
Electronics Technician, Maintenance II	16.08
Electronics Technician, Maintenance III	17.69
Fabric Worker	15.28
Fire Alarm System Mechanic	17.98
Fire Extinguisher Repairer	15.07
Fuel Distribution System Mechanic	17.98
General Maintenance Worker	14.94
Heating, Refrigeration and Air Conditioning Mechanic	18.24
Heavy Equipment Mechanic	18.51
Heavy Equipment Operator	18.62
Instrument Mechanic	17.98
Laborer	8.48
Locksmith	17.26
Machinery Maintenance Mechanic	18.49
Machinist, Maintenance	18.62
Maintenance Trades Helper	14.16
Millwright	17.98
Office Appliance Repairer	16.58
Painter, Aircraft	16.58
Painter, Maintenance	16.42
Pipefitter, Maintenance	19.47
Plumber, Maintenance	18.92
Pneudraulic Systems Mechanic	17.98
Rigger	17.98
Scale Mechanic	16.40
Sheet-Metal Worker, Maintenance	17.98
Small Engine Mechanic	15.07
Telecommunication Mechanic I	17.72
Telecommunication Mechanic II	18.69
Telephone Lineman	17.98
Welder, Combination, Maintenance	16.93
Well Driller	17.98
Woodcraft Worker	17.98
Woodworker	15.74

Miscellaneous Occupations

Animal Caretaker	8.45
Carnival Equipment Operator	8.03
Carnival Equipment Repairer	8.39
Carnival Worker	6.70
Cashier	8.11
Desk Clerk	9.95
Embalmer	17.93
Lifeguard	11.84
Mortician	9.42
Park Attendant (Aide)	14.66
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.15
Recreation Specialist	10.38
Recycling Worker	7.37
Sales Clerk	9.42
School Crossing Guard (Crosswalk Attendant)	18.10
Sport Official	11.47
Survey Party Chief (Chief of Party)	15.72
Surveying Aide	11.52
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9.64
Swimming Pool Operator	11.52
Vending Machine Attendant	10.15
Vending Machine Repairer	11.52
Vending Machine Repairer Helper	10.15

Personal Needs Occupations

Child Care Attendant	9.95
Child Care Center Clerk	12.40
Chore Aid	6.84
Homemaker	15.16

Plant and System Operation Occupations

Boiler Tender	17.98
Sewage Plant Operator	20.67
Stationary Engineer	17.98
Ventilation Equipment Tender	13.89
Water Treatment Plant Operator	18.88

Protective Service Occupations

Alarm Monitor	11.41
Corrections Officer	19.14
Court Security Officer	19.14
Detention Officer	19.14
Firefighter	18.02
Guard I	9.02
Guard II	12.43
Police Officer	22.75

Stevedoring/Longshoremen Occupations

Blocker and Bracer	13.59
Hatch Tender	13.59
Line Handler	13.59
Stevedore I	11.83
Stevedore II	14.16

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	11.80
Archeological Technician II	13.21
Archeological Technician III	16.36
Cartographic Technician	15.44
Civil Engineering Technician	17.89
Computer Based Training (CBT) Specialist/ Instructor	20.08
Drafter I	11.10
Drafter II	12.44
Drafter III	13.22
Drafter IV	16.36
Engineering Technician I	13.70
Engineering Technician II	15.38
Engineering Technician III	17.21
Engineering Technician IV	21.31
Engineering Technician V	26.08
Engineering Technician VI	31.56
Environmental Technician	13.32
Flight Simulator/Instructor (Pilot)	25.39
Graphic Artist	17.57
Instructor	16.50
Laboratory Technician	13.84
Mathematical Technician	13.32
Paralegal/Legal Assistant I	13.79
Paralegal/Legal Assistant II	17.09
Paralegal/Legal Assistant III	19.55
Paralegal/Legal Assistant IV	25.87
Photooptics Technician	15.06
Technical Writer	20.05
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	13.12
Weather Observer, Senior (3)	17.44
Weather Observer, Upper Air (3)	13.12

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	12.62
Parking and Lot Attendant	8.75
Shuttle Bus Driver	13.39
Taxi Driver	10.73
Truckdriver, Heavy Truck	16.80
Truckdriver, Light Truck	13.59
Truckdriver, Medium Truck	15.02
Truckdriver, Tractor-Trailer	16.80

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.